Impact of vocational training programs conducted by women empowerment cell in Srinagar district of Kashmir valley

Poonam Sharma

Abstract
Training is one of the important aspects of human resource development. Training is a means to reduce the obsolescence among people and organization in the face of relentless technological innovation. Vocational education in agriculture and allied subject aimed at the farmers and drop out rural people. This institution found to be useful in reducing the time lag between generations of technologies their transfer to get farmers and to get trained skilled workers and technicians. For these purpose 60 women participants were taken for this study from women empowerment cell, SKUAST-Kashmir. Rural women change towards increasing trend in high level of employment skill and income generation before training to after training. The ultimate goal of training is much better than teaching as it involves imparting knowledge plus development of skill and habits and due to development of knowledge and skill one can earn higher family income from agribusiness.

Keywords: vocational training programs, women empowerment, Kashmir valley

Introduction
In India agriculture work is primarily done by women. There are about more than 20 million women working in agriculture field out to which 90% live in villages. The involvement of village women for agricultural work is well known. Farm women thus lead a very hard life (Suma Hasikar et al. 2005) [1].

Women form the backbone of agriculture. Women demonstrate important role in crop production, horticulture, animal husbandry, post-harvest operation, fisheries and etc. Women are doing 70% of major farm work and constitute 60% of farming operation (NSWF, 2014) [4]. It is known that women’s participation in income generating activities is believed to increase their socio economic status and power in the society. If women are economically parasite they can never claim an equal status with men. The problem of poverty cannot be tackled without providing opportunities of productive employment to farm women. Chaudhary et al. (2011) [3] studied an impact of vocational training program me by Krishi Vigyan Kendra on rural women for income and employment generation result revealed that the majority of rural women having young age groups education, size of the family and number of training attended had no significant association with employment and income generation.

Economic independence of women will create for reaching social changes and prove a necessary weapon for them to face injustice and discrimination. If women are to be economically empowered they should be provided with alternative forms of informal credit, training, employment, management skills and social security. Taking the importance of above context several approaches have been tried to encourage and inspire formation of groups to channelize the social and skill development programs.

Need for establishing women cell was for providing vocational education in agriculture and allied subject aimed at the farmers and dropout rural people. This institute also caters to the training needs of the farming community farmers, farmwomen school dropouts as well as field level personnel. It is essential to study the how the training programs imparted to rural women brings change in the socio economic status and skill up gradation.

Material and Method
Srinagar block was selected purposively due to higher number of vocational training work organized by women empowerment cell in this block. Out of them 5 villages were selected for vocational training purpose by women empowerment cell therefore all five villages were taken for the study. In these 5 villages, 120 rural women were trained by the women empowerment cell during 2014-2017. Out of these 60 farmwomen were taken for the study to know
whether they had set up the enterprise or not after getting training. To study the impact of training programs in skill and income generation, an interview schedule was used as the research instrument in order to collect relevant information from beneficiaries. One mark was assigned for each correct answer and zero for every incorrect answer. To study the data (five questions for each training programs) were assigned and total attainable score came out to be 350 marks. Hence gain in skill and income generation was calculated from the difference of scores obtained in pre and post knowledge of women trainees. The data was analyzed by using appropriate statistical procedures.

Thakur Deepika (2017) [8] revealed in the study that vocational training programs conducted by Krishi Vigyan Kendra for rural women in Khargone district of Madhya Pradesh had a positive impact on the employment skill and income generation gain by rural women and suggested that such training programs can be replicated in all the rural areas and some more need based vocational training programs may be incorporated, so that the rural women can increase their socio-economic status.

<table>
<thead>
<tr>
<th>Sr. No</th>
<th>Training program</th>
<th>Category</th>
<th>Characteristics</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Kitchen gardening</td>
<td>Medium type</td>
<td>Up to 5 days</td>
</tr>
<tr>
<td>2</td>
<td>Capacity building and group dynamics</td>
<td>Short type</td>
<td>2 days</td>
</tr>
<tr>
<td>3</td>
<td>Nursery raising of flowers</td>
<td>Long type</td>
<td>10 days</td>
</tr>
<tr>
<td>4</td>
<td>Bee keeping</td>
<td>Long type</td>
<td>10 days</td>
</tr>
<tr>
<td>5</td>
<td>Drudgery reduction</td>
<td>Medium type</td>
<td>5 days</td>
</tr>
<tr>
<td>6</td>
<td>Stitching of low cost food warmer</td>
<td>Long type</td>
<td>10 days</td>
</tr>
<tr>
<td>7</td>
<td>Value addition of fruits and vegetables</td>
<td>Long type</td>
<td>10 days</td>
</tr>
</tbody>
</table>

Table 1: Gain in skill and income generation through vocational training programs in agriculture

The data (Table 1) showed the pre-training score of various vocational training ranged from 7.7 per cent in case of stitching of low cost food warmer to 21.4 percent in case of value addition of fruit and vegetable preservation. Post-training score of various activities ranged from 38.5 percent in case of vermicomposting to 74.8 percent in case of stitching of low cost food warmer. Pre-training knowledge score for taking vocational training programs as micro entrepreneurship was not at all satisfactory for all the aspects of training programs. However the knowledge score after training was quite satisfactory among the participants in all aspects of the training programs except drudgery reduction and capacity building and group dynamics where the gain in skill and income generation was 38.5 and 47.1 percent respectively. These two aspects were least understand by the participants and more emphasis should be given to these training courses.

Conclusion
The above findings clearly indicate that the conductance of the trainings will provide much needed guidance to the trainees by changing the attitude or increasing her skills and income generation. Micro-enterprise does not require additional arable land, thus farmwomen with small and marginal land holdings can argument their dwindling farm income.

References
3. Choudhary, Keerti, Khare NK, Pande AK. Impact of vocational training program conducted by Krishi Vigyan Kendra on rural women for income and employment generation. Abstracts National Seminar held on September 27-29 at JNKVV, Jabalpur, 2011.
5. Chouhan, Roshi. A study on level of perfection of farm women in Agricultural activities. Madhya Pradesh Women in Agriculture Project (MAPWA) In Jhabua district Msc. (Ag). Thesis submitted to Rajmata
Vijyaraje Scindia Krishi Vishwa vidyalaya, Gwalior, 2015.

